

June 2022



# RTL Group ESG presentation

# CEO Statement: Embracing independence and diversity

At RTL, the focus of our responsibility commitment has always been to embrace independence and diversity in our people, our content and our businesses.

Being a provider of information and entertainment for millions of people carries a great responsibility.

To understand which CR topics are most important for RTL Group's success, we recently asked internal and external stakeholders to help us identify our key priorities as follows:

- [Content](#)
- [Social & Society](#) (with a particular focus on diversity)
- [Climate change](#)

Despite making good progress in these three areas in recent years, we continue to pursue ambitious goals. In the following presentation I invite you to read more about our current initiatives and future aspirations.



Thomas Rabe, CEO of RTL Group

# Agenda

- 1 Overview: ESG ratings
- 2 Our ESG priorities
- 3 Our goals and targets
- 4 Non-financial key figures
- 5 Organisation



# Overview: ESG ratings

# ESG improvements are trending

Rating agency	Previous RTL Group Score	Current RTL Group Score	Rating scale	Averages/relative performances
	BB (2018)	BBB (2019)	AAA (highest) to CCC (lowest)	20% of companies rate BBB while 53% are rated below and 27% rank better
	/	C (2019)	A+ (excellent) to D- (poor)	Relative performance is 2 (on a scale from 1-10 while 1 marks the highest and 10 the lowest relative performance)
	NA/100 (2018)	12.7/100 - LOW (2019)	Based on risk exposure, 0-100 (0-10 negl, 10-20 low, 20-30 med, 30-40 high, 40+ severe)	Media Industry: 25/282 Broadcasting Subindustry: 5/67
	C (2019)	B (2019)	A (highest) to D- (lowest)	Regional and branch average is C in Europe
	48/100 (2018)	48/100 (2019)	100 (highest) to 0 (lowest)	Rank in Sector: 10/29 Rank in Region: 408/1622
	Member (2018)	Member (2019)	100 (highest) to 0 (lowest)	RTL Group: 3.3 Broadcasting and Entertainment sector average: 2.5

# Our ESG priorities



# Our role in society

## Our commitment to our main stakeholders ...



Viewers, listeners and digital users



The creative community



Our employees



Advertisers



Communities and charities

## ... in three focus areas #RTLcares



Content



Social & Society



Climate change



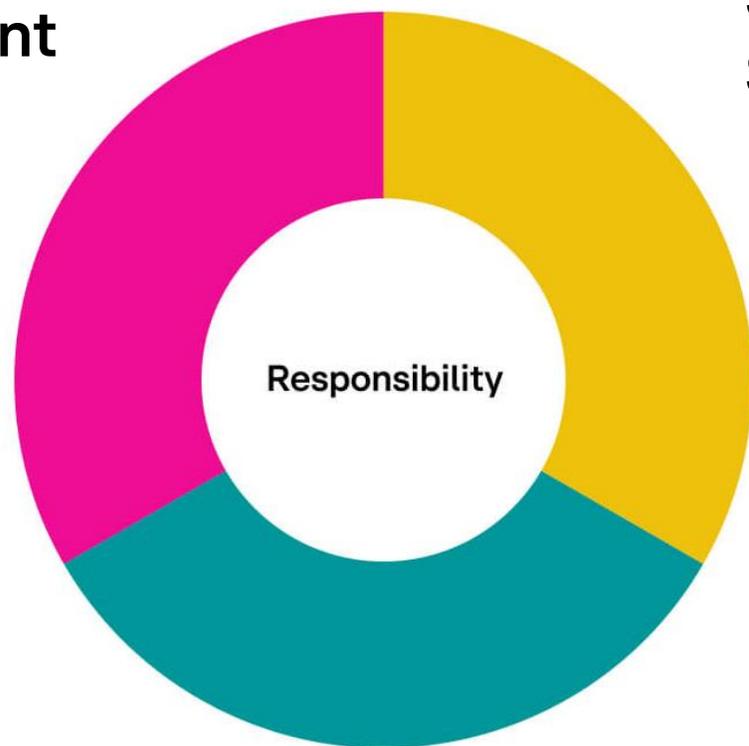
**We create and share stories** that entertain, inform, and engage audiences around the world.

**We embrace independence and diversity** in our people, our content and our businesses.

**We are committed to protecting the environment** and becoming carbon neutral by 2030.

# RTL Group focuses on three areas...

Content



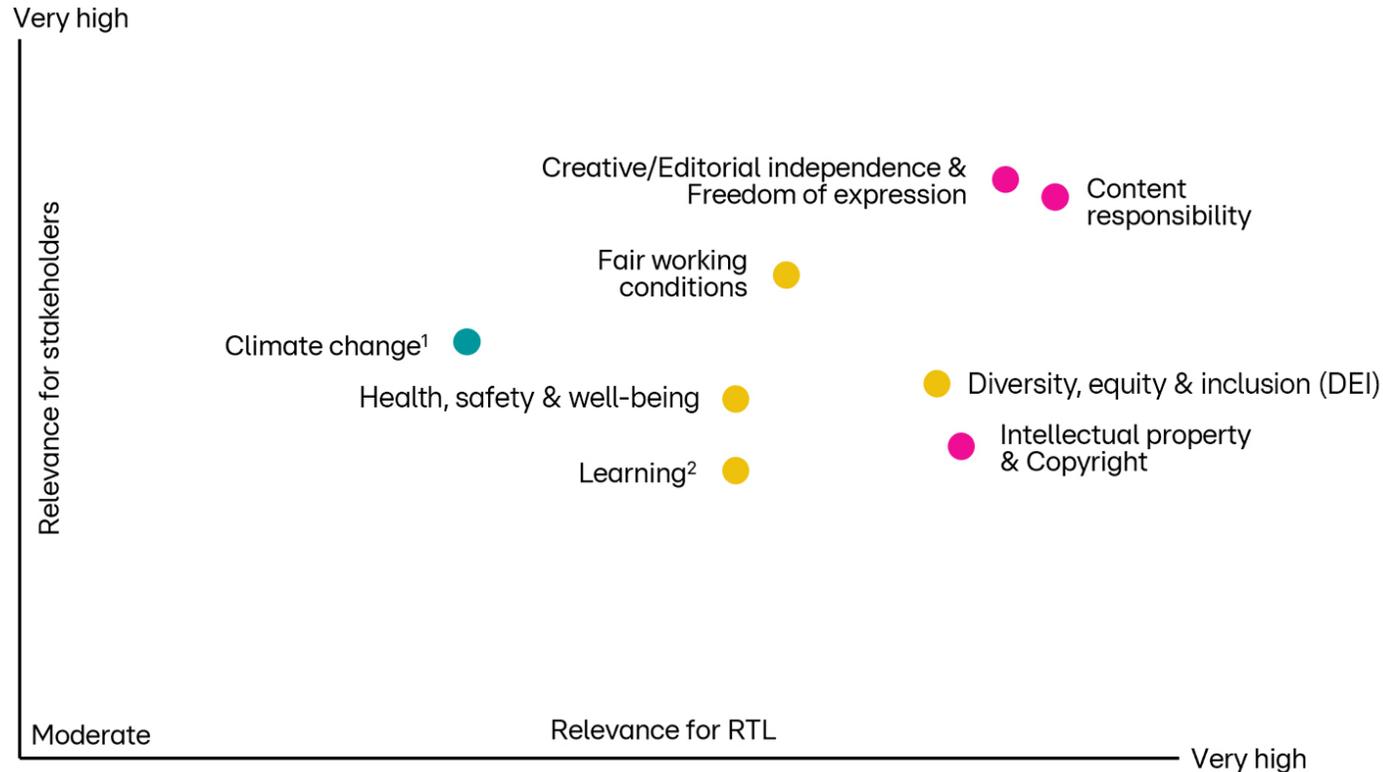
Social &  
Society

Climate change

We regularly **review our priorities** by surveying our internal and external stakeholders and incorporating the results in our responsibility strategy.

Based on the last **relevance analysis** held in late 2020, three strategic fields of action were rated as particularly relevant for RTL.

# ...divided by eight sub-topics and mandatory issues



## Mandatory aspects<sup>3</sup>

- Aligned with
-  Diversity of people and content
  -  Human rights (Editorial independence)
  -  Employee matters  
Learning, fair working conditions, health
  -  Anti-corruption and anti-bribery
  -  Social matters  
Content responsibility, community investment
  -  Environmental matters

## Relevance matrix 2020

<sup>1</sup>Various environmental topics have been pooled

<sup>2</sup>Including digital media literacy

<sup>3</sup>In accordance with EU Directive 2014/95/EU

SPENDENMARATHON

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# Our goals and targets



# Content responsibility

Our news organisations strive for **truthful, fair and impartial reporting**, while protecting individual rights and shielding minors from inappropriate content.

We ensure our output reflects the **diversity of the various cultures** we serve.

## Our targets:

- Develop and implement concept “safety of journalists”
- Own one of the most trusted news brands in countries we operate in
- Maintain a journalistic balance that reflects the diverse opinions of the societies we serve
- Raise awareness for ecological and social issues in the editorial teams
- Develop a holistic approach for the protection of minors

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WAHRHEIT**

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**PINAR  
ATALAY**

**JOURNALISTIN  
UND MODERATORIN, RTL**



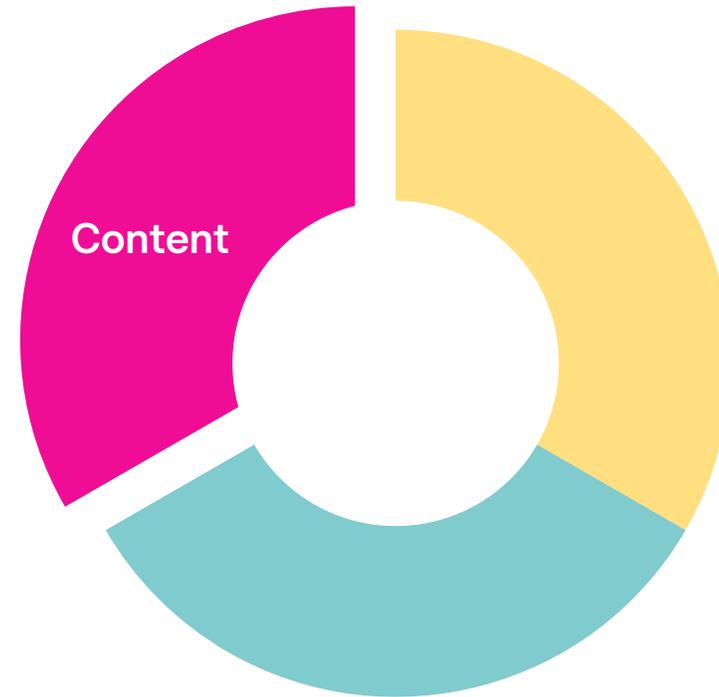
# What we do

## Editorial independence

- [Newsroom guidelines](#)
- Press Freedom Working Group
- Investigative journalism
- Awareness raising campaigns: Jahr zur Wahrheit, Packen wir's an and Green Weeks

## Content responsibility

- Child-protection standards, hosting child-friendly programmes
- Content verification; fight against online disinformation
- Diversity in production to reflect society
- Partnerships, e.g. with Stiftung Lesen
- Media literacy initiatives



# Diversity

We **do not** tolerate discrimination against employees or applicants because of race, national or ethnic origin, gender, pregnancy, marital or parental status, age, disability, religion or belief, sexual orientation or any other characteristic specified under applicable anti-discrimination laws or company policy.

## Our targets:

- Increase the share of female executives in our management to at least one third by 2022 and 40% by 2025
- Develop and implement Diversity, Equity & Inclusion (DEI) concepts and training
- Define and monitor new gender targets



# What we do

## Diversity of people and content

- Diversity statement
- Enhanced maternity and adoption pay to reduce pay gap
- Voluntary diversity & inclusion initiatives on and off screen
- Employee networks, e.g. FEMpowermentNET, be.queer
- Mentoring initiatives for ethnic minority future leaders

## Community investment

- Free airtime worth several million euros given to charities or non-profit organisations
- Significant cash donations and budget allocated to corporate foundations or charity initiatives supported internally
- €34,175,495 raised for charity during flagship events in 2021



# What we do

## Learning

- Trainee programmes and individual coaching
- Training for employees
- Internal mobility programmes

## Fair working conditions

- European Works Council
- Fair recognition, treatment and opportunities
- Flexible home office working arrangements
- Biannual Employee Survey

## Health

- Fitness offers, e.g. job bike, digital fitness offers “moving break”
- Health check-ups
- Well-being campaigns, e.g. awareness training



# Climate neutrality

In coordination with Bertelsmann, in early 2020 RTL Group decided to become **carbon neutral by 2030** in two major steps. By 2025, all company-related emissions possible will be reduced as much as possible and the remaining emissions will be compensated. The second step is to include and compensate all remaining emissions from the production of RTL Group's programmes and products.

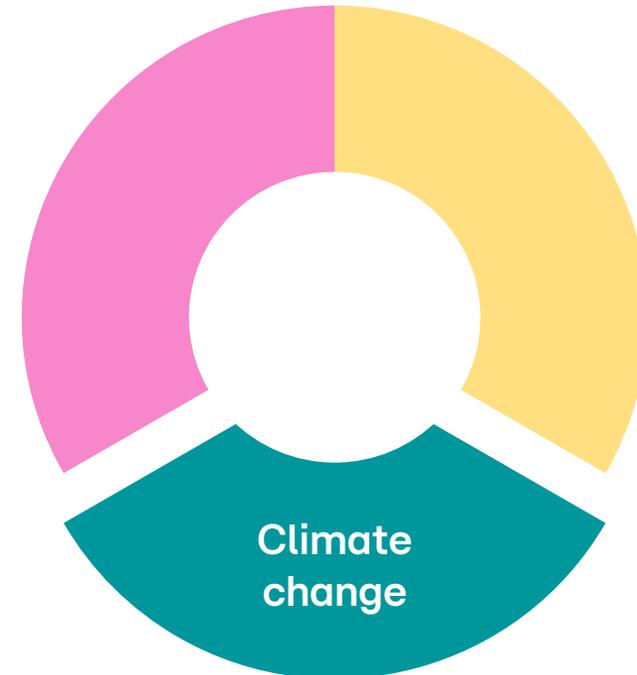
## Our targets:

- Switch to 100% green electricity by 2022
- Improve environmental data collection
- Learn from building networks and alliances with industry peers
- Centralised purchase of compensation certificates
- Carbon neutrality by 2030



# What we do

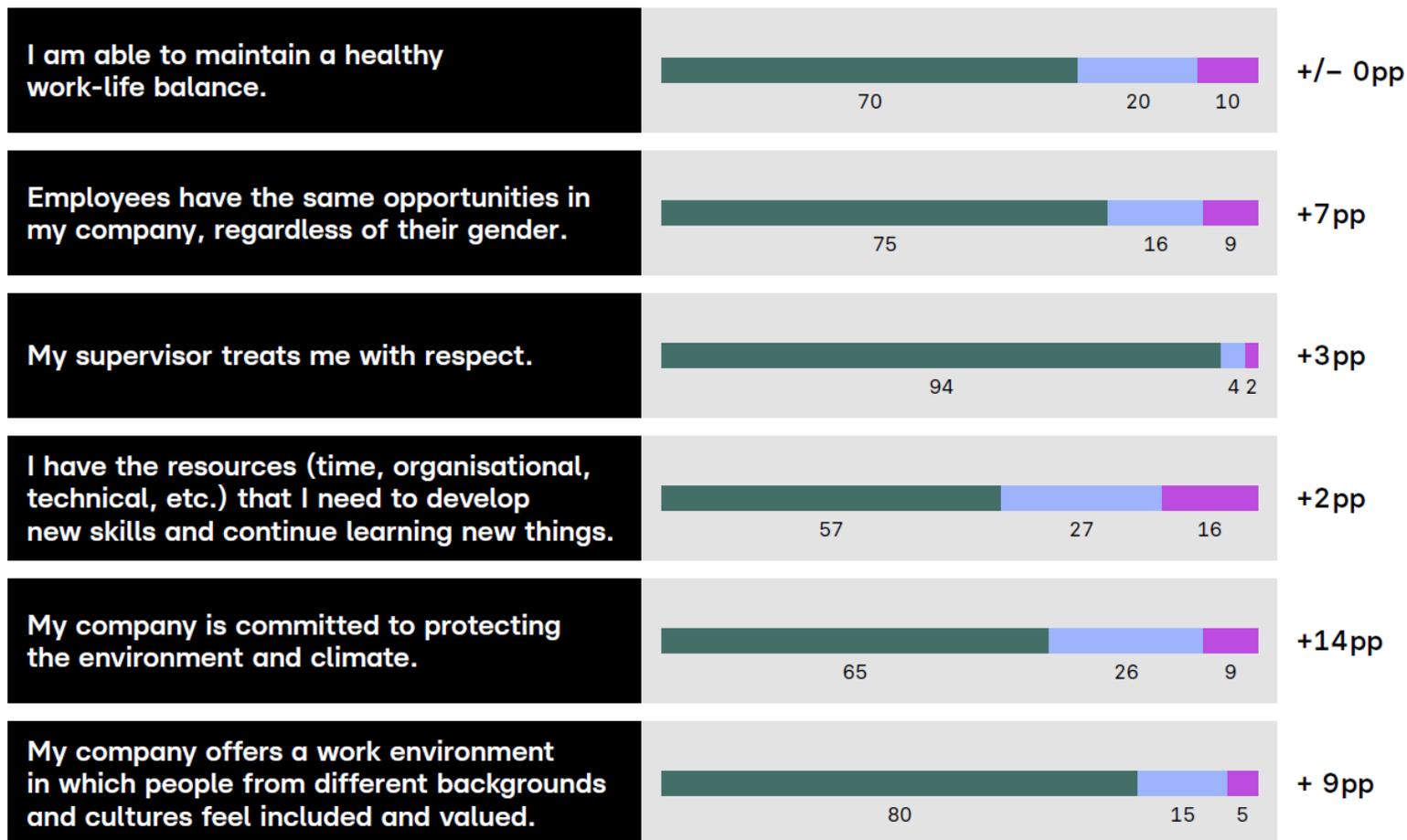
- [Commitment to becoming carbon neutral by 2030](#)
- Promoting sustainable mobility in the company, e.g. bicycles, e-mobility
- Employee initiatives, e.g. UFA Green Team
- Switch to green energy at two of our largest businesses
- Global roll out of carbon dioxide calculator for production business (Fremantle partners with [Albert](#))
- Green Productions initiative





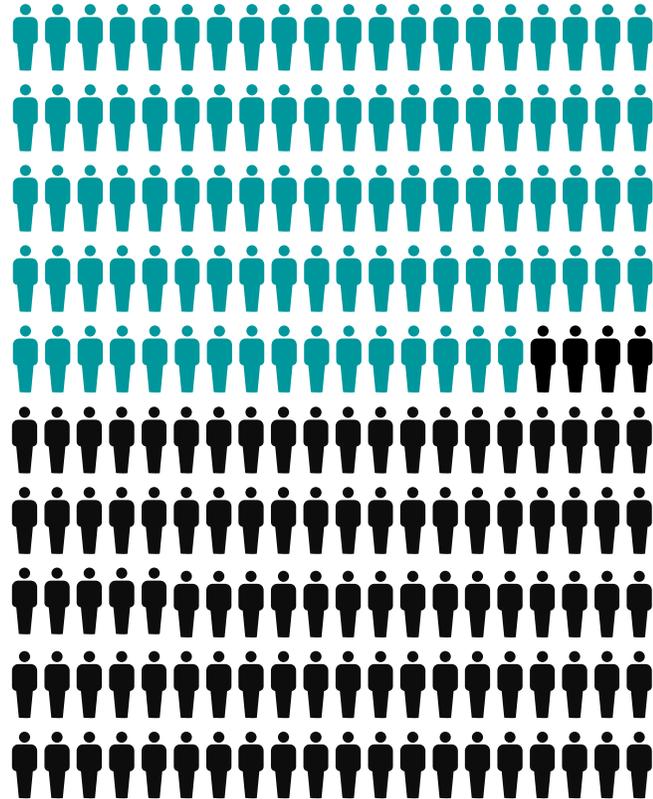
# Non-financial key figures

# Employee survey 2021: CR Index at 73.5% – Target: 80%



Calculation based on the average of positive responses to six questions of the 2021 Employee Survey in the following categories: Health & well-being; Diversity, Equity & Inclusion; Fair working conditions; Learning; Climate change

# Gender representation



of total workforce is female

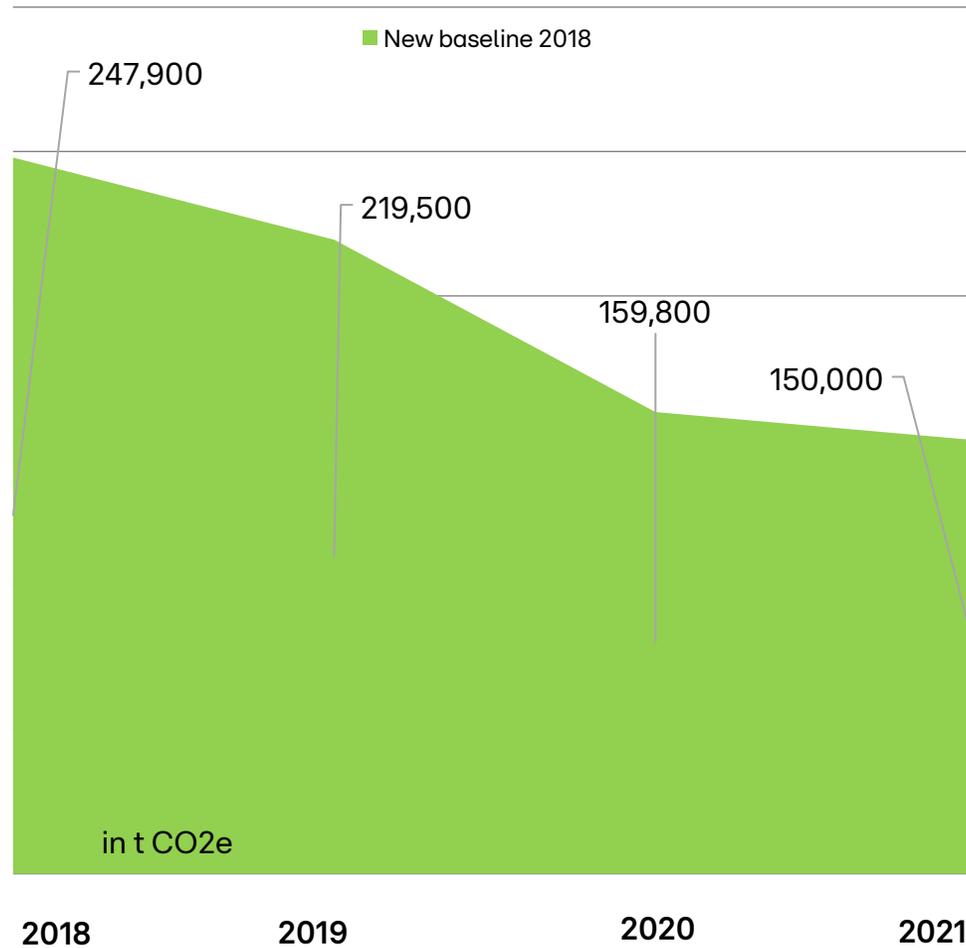


women in top management



women in senior management

## Development of RTL Group's carbon footprint (in t CO<sub>2</sub>e)



# Carbon footprint development

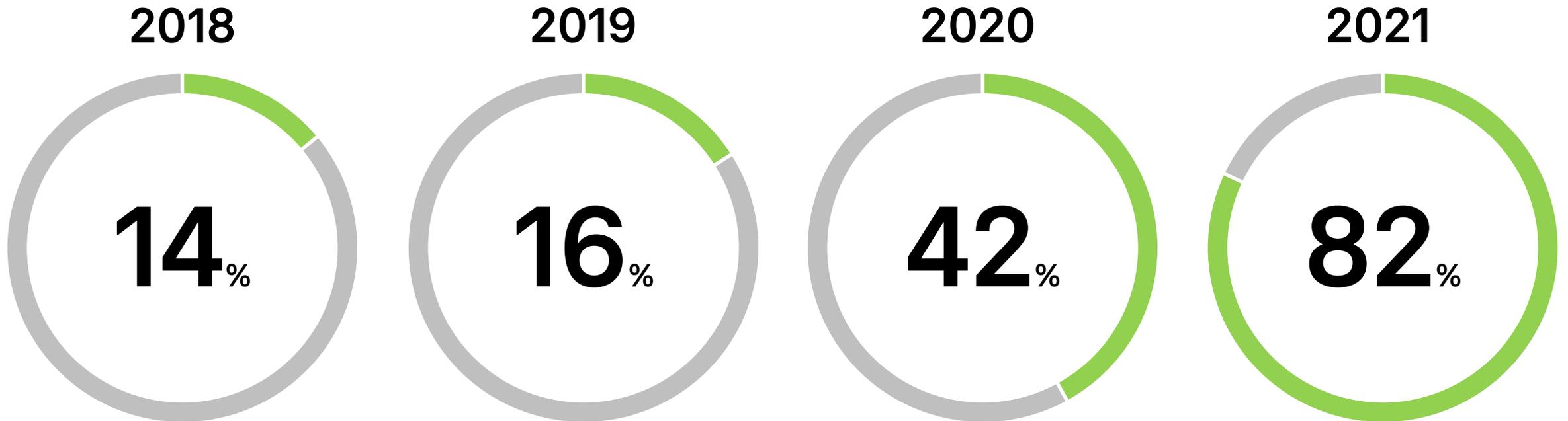
- RTL reduced its carbon emissions by **39 per cent from 2018-2021<sup>1</sup>**
- Main driver for reduction was the switch to green electricity
- Reduced commuting and business travel mainly due to the coronavirus pandemic

<sup>1</sup>The baseline is a more detailed type of measurement that, in addition to electricity consumption, paper, business travel, water and wastewater, also takes into account hotel stays, refrigerant losses, commuting, IT devices and own and commissioned productions.

# 2021: RTL reduced its energy consumption by 7%

Indicators	Unit	2020	2021	Percentage change
Total energy consumption	MWh	123,600	115,000	(7)
Energy intensity	MWh/€m	20.5	17.3	(15)
Total water withdrawal	m <sup>3</sup>	2,166,900	2,112,800	(2)
Direct GHG emissions (scope 1)	t CO <sub>2</sub> e	7,300	7,300	(0)
Indirect GHG emissions (scope 2, market-based)	t CO <sub>2</sub> e	14,300	5,200	(64)
Indirect GHG emissions (scope 2, location-based)	t CO <sub>2</sub> e	23,900	22,000	(8)
Total other indirect GHG emissions (scope 3)	t CO <sub>2</sub> e	138,200	137,500	(0)
GHG emissions intensity (scope 1 & scope 2)	t CO <sub>2</sub> e/€m	3.6	1.9	(48)

# RTL already uses 82% green electricity

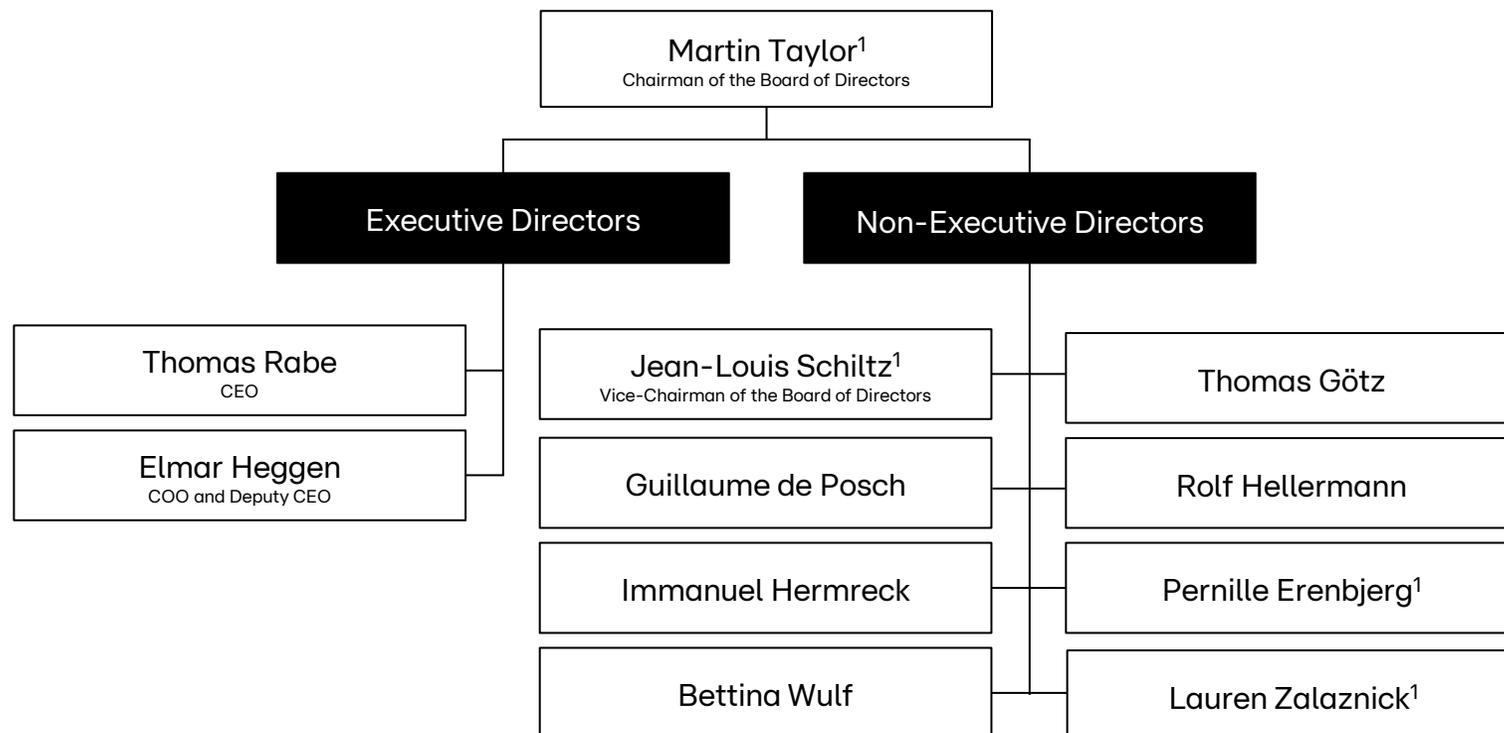


# Organisation



# Corporate Governance (1/2)

## Board of Directors



- 01** Approval of RTL Group's annual budget
- 02** Oversight of significant acquisitions and disposals
- 03** Management of the Group's financial statements
- 04** Review, with expert help if requested, that any transaction between RTL Group or any of its subsidiaries on the one hand and any of the shareholders or any of their respective subsidiaries on the other hand is at arm's length terms

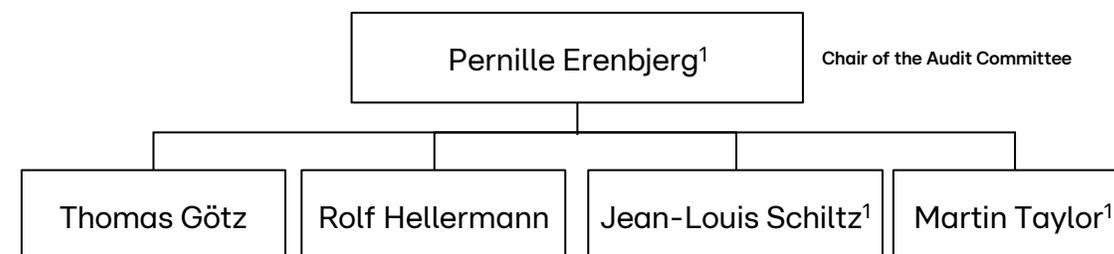
<sup>1</sup>Independent Director

# Corporate Governance (2/2)

## Nomination & Compensation Committee



## Audit Committee



## Responsibilities

- Consulting the CEO and giving prior consent on the appointment and removal of executive directors and senior management
- Proposals on the appointment and removal of non-executive directors to the General Meeting of the shareholders
- Establishing the Group's compensation policy

- Oversight of the Group's financial reporting, risk management and internal control as well as standards of business conduct and compliance
- Monitoring of financial reporting, statutory audit of the legal and consolidated accounts, independence of the external auditors, effectiveness of the Group's internal controls, compliance programme and risk management
- Review of the Group's financial disclosures and recommendation to the Board of Directors regarding the appointment of external auditors

<sup>1</sup>Independent Director  
For more information on Corporate Governance and the Corporate Governance charter, please see [www.rtl.com](http://www.rtl.com)

# Strong Management Team



Thomas Rabe  
Chief Executive Officer

- CEO since 2019
- Portfolio responsibility: RTL Deutschland and Fremantle
- Corporate Centre responsibility: Audit and European Affairs



Elmar Heggen  
Chief Operating Officer & Deputy CEO

- Deputy CEO since 2018
- COO since 2019
- Portfolio responsibility: Groupe M6, RTL Nederland, RTL Hungary, We Are Era, and the Luxembourgish operations
- Representing RTL Group on the Board of Atresmedia, Spain
- Corporate Centre responsibility: Business Development, Legal, Communications & Marketing and HR



Björn Bauer  
Chief Financial Officer

- CFO since 2019
- Corporate Centre responsibility: Finance functions, Investor Relations, IT and Compliance

## Responsibilities of the Executive Committee

- 01** The Executive Committee is vested with internal management authority
- 02** Active dialogue with the Board of Directors about the status and development of the Group
- 03** Proposal of annual budgets, to be approved by the Board of Directors

An aerial photograph of a large red icebreaker ship, the 'FABRIK FRODO' (as seen on the deck), navigating through a dense field of sea ice. The ship is viewed from a high angle, showing its deck with various structures, cranes, and equipment. The ice consists of numerous small, irregular floes. A smaller white and red vessel is visible in the lower-left quadrant. The overall scene is a mix of white, light blue, and dark blue tones.

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